

ANNUAL PUBLIC FILE REPORT
December 1, 2015 – November 30, 2016

KDEN-TV, Telemundo Denver

1. List all full-time job vacancies filled by any station covered by this report during the past year:

<u>Position</u>	<u>Date Filled</u>
Finance Manager	12/1/2015
Weather Anchor	12/7/2015
Technical Director	1/4/2016
Multimedia Journalist	1/14/2016
Assignment Editor	3/21/2016
Manager of Technology	4/25/2016
News Anchor	5/9/2016
Photographer	5/12/2016
Producer	6/6/2016
Multimedia Journalist	6/20/2016
Sports Anchor	7/5/2016
Multimedia Journalist	8/1/2016
Assignment Desk/Editor/Writer	8/8/2016
Producer	8/22/2016
Multimedia Journalist	8/22/2016
Web Editor	8/22/2016
Technical Director/Editor	9/5/2016

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form(s):

Forms are at the end of the report, total of 17

3. In total, how many interviewees did the station interview for all the full-time job vacancies identified in response to Question 1?

Total interviewees: 66

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station?

Name of Recruitment Source	Total Number of Interviewees Referred During the Year
Employee Referral	7
NBCUNICAREERS.com	57
Internal Hire	2
Colorado Broadcaster's Association	
Hispanic Chamber of Commerce	
University of Denver	
Colorado Women's Chamber of Commerce	
ITT	

Recruitment for Full-Time Vacancies

KDEN-TV open positions are posted in the Company's recruiting web site. All openings are posted on www.nbcunicareers.com. The station web site, www.telemundodenver.com also provides a direct link to www.nbcunicareers.com.

The recruiting website is made available to KDEN – TV viewers through a 10-second public service announcement randomly after newscasts.

Additionally, KDEN-TV runs an annual job information advertisement in the Denver Post. The most recent appeared on Saturday, November 19, 2016, along with a digital ad on their web site which runs for an additional 30 days. The job ad invites all interested in employment with the station to visit www.nbcunicareers.com to search and apply for job availabilities.

Notification to Community Groups and Recruiting Organizations

Since the FCC's EEO rules went into effect, the stations have developed a list of recruiting organizations, which they believe are suitable for reaching qualified candidates both within and beyond the Denver area. The current list at this time consists of 5 organizations.

- **Colorado Broadcasters Association**
- **Hispanic Chamber of Commerce of Metro Denver**
- **University of Denver**
- **Colorado Women's Chamber of Commerce**
- **ITT Technical Institute**

The stations will email or fax a copy of job openings to any recruiting source that requests the information and responds with an email address or fax number for such job information. All on-air announcements relay this information and invite organizations to send in requests for open job notices, as well as refer interested individuals to apply on-line at www.nbcunicareers.com.

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated, the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative, and a short summary of the nature and extent of the station's participation in each initiative.

- **August 3-7, 2016** - NAHJ (National Association of Hispanic Journalists) Job Fair, Washington, DC - Participant: James Arroyave, Talent Acquisition Recruiter, Telemundo Station Group. Pedro Calderon Michel, News Director KDEN Telemundo. Several candidates were identified by recruiter and news director for current open positions.
- **October 17-21, 2016** – Colorado Broadcasters Association Job Fair – Participant: Regional Human Resources Manager, Kim Caballero. Virtual job fair where HR manager reviewed potential future candidates during an entire week.
- **November 14, 2016** – Hispanic Chamber of Commerce of Metro Denver - DayVersidad Job Fair. Participant: Office Manager, Nora Grisanti. Ms. Grisanti attended the day fair, collected resumes for HR's review.

COMMUNITY INVOLVEMENT AND EMPLOYMENT OUTREACH

KDEN-TV continues to be deeply involved in its community of license and the surrounding area, which also extends KDEN-TV's outreach efforts. KDEN-TV has participated in the following community events.

- **February 20, 2016** – Artopia. Arts and Culture event featuring local artists and fashion designers presented by Westword.
- **March 12, 2016** – St. Patrick's Day Parade. Parade celebrating St. Patrick's Day.
- **March 15, 2016** – Denver Auto Show "Charity Preview Party" Event held before the Denver Auto Show opens to the public.
- **March 19, 2016** – Hispanic Day on Telemundo at the Denver Auto Show – The event featured a stage with live music and entertainment.

- **April 17, 2016 - Miss Hispanidad Colorado** – Pageant winner obtains scholarship money for college or university.
- **April 23, 2016** – Dia del Niño (Children’s Day Celebration) – Denver Museum of Nature and Science.
- **April 24, 2016-** Dia del Niño at Iglesia San Cayetano. Children’s Day Celebration at St. Cajetan’s Church.
- **April 30, 2016** – Comcast Cares Day. Volunteering for landscaping, revamping the baseball field area, painting walls and updating décor in the library at Manual High School.
- **May 7 and 8, 2016** – Cinco de Mayo at Civic Center Park.
- **June 4, 2016** – USTA (U.S. Tennis Association) Tennis con Telemundo. USTA and K DEN Telemundo invited viewers to a day of free tennis lessons and activities for families.
- **June 12, 2016** – Taste of Puerto Rico Festival - K DEN Telemundo Media Sponsor. Outdoor festival celebrating Puerto Rican culture. Participants: Coeli Lara, Donny Tran, Production Producer. K DEN Telemundo was present with an activation that included: a booth, table, spin-wheel and Telemundo premiums.
- **June 26, 2016** – Greeley Stampede. Independence Day Celebration and Western heritage event in Greeley, Colorado.
- **July 10, 2016** – Venezuelan Festival – Festival in celebration of Venezuelan culture and independence.
- **July 2-3, 2016** – Alianza de Futbol. A community-based soccer organization, which puts on a series of soccer tournaments across the country showcasing top Hispanic talent of all age groups.
- **July 31 2016** – Peruvian Festival - Outdoor festival in celebration of Peruvian culture.
- **July 17, 2016** – Colombian Festival – Outdoor festival in celebration of Colombian culture.
- **August 6, 2016** – Carne Asada con Los Broncos in Greeley, Colorado. Denver Broncos BBQ community event featuring activities for all ages.
- **August 7, 2016** – St. Cajetan’s Bazaar - Three-day weekend annual bazaar dedicated to the Hispanic community. The focus of the event is to raise funds to extend the church, classrooms and educational programs.
- **August 14, 2016** – Mujeres en Jeans y Tacones.
- **August 14, 2016** – Tacolandia.
- **August 21, 2016** – Carne Asada con Los Broncos, Denver, Colorado.
- **September, 2015** – Central American Festival –One-day outdoor festival celebrating cultures of Central America.
- **August 20, 2016** – Global Fest City of Aurora.
- **September 4, 2016** - Health and Wellness Expo.
- **September 10, 2016** – Carne Asada con Los Broncos, Pueblo, Colorado. Denver Broncos BBQ community event featuring activities for all ages.
- **September 26-28, 2016** – Cine Latino Festival. Four – day cultural celebration of Latino Cinema.
- **September 25, 2016** – Susan G. Komen Breast Cancer Race for the Cure. Various department team members participated as a group in the race as a team.

Telemundo Denver news team was present at the finish line to cheer on racers. **November 1, 2015** – Dia de los Muertos at Denver Botanic Gardens. Traditional Mexican celebration in which death is recognized as a natural part of the cycle of life.

Internal Skills Enhancement Programs

Employees of the station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCUniversal-sponsored programs. Station employees participated in the following development/leadership skills courses: A number of KDEN-TV employees were able to attend different training classes, seminars during this 12-month period. The different training opportunities are listed here:

- **IAB training on digital fundamentals - January and February 2016** – Abel Corral – Local Sales Manager and Account Managers Annette Lavina, Marisol Escobar and Tony Esqueda studied material from the Interactive Advertising Bureau throughout the beginning of first quarter 2016 to learn about digital fundamentals in advertising.
- **Carole Kneeland News Directors Seminar for News Director – March 1 – 4, 2016.** Pedro Calderon Michel, News Director attended the Carole Kneeland Project for Responsible Journalism, which provides training to News Directors in news ethics, writing, decision –making, management, leadership and addresses the dynamic changing media landscape.
- **Severe Weather and WSI Training – April 20 – 23, 2016 by Nestor Flecha, Chief Meteorologist KXTS Telemundo, Fort Worth, Texas.** Ariel Rivera Vazquez, KDEN Meteorologist met with Nestor Flecha to learn about presenting severe weather conditions that impact the Southwest region (such as tornadoes) and gain further knowledge on the WSI weather program.
- **Positive Work Force Leadership Training for News Director – June 13-17, 2016.** Pedro Calderon Michel, KDEN Telemundo News Director attended this training in Leadership skills for the newsroom.
- **Best Practices among Multimedia Journalists by Fernando Mejia, Senior Video Journalists at KXTX Telemundo, Fort Worth, Texas. August 15 – 17,** Rosy Zugasti, KDEN Telemundo Multimedia Journalist attended this informative session led by Fernando Mejia where MMJ's from various Telemundo stations were able to discuss ideas with peers and share best practices.
- **Best practices for Producers to work with talent by Ozzy Martinez, SVP of Telemundo News, Digital and Standards and Tony Martinez, Talent Coach. August 22, 2016, Fort Worth, Texas.** Daniel Tuccio, KDEN Telemundo Producer attended this informative session led by Ozzie Martinez and Tony Martinez where producers from various Telemundo stations were able to discuss ideas with peers and share best practices.

- **Magid Weather Training Institute – September 20 – 22, 2016** Chicago, Illinois. Ariel Rivera Vazquez, Meteorologist attended weather presentation training for meteorologists.
- **JUMP Master Feedback training. September 26 – 29, 2016, New York, NY.** Victor Rodriguez Tafoya, KDEN Telemundo Executive Producer attended **JUMP**. The JUMP training is a manager playlist program for first time leaders leadership development course, which is part of the NBCUniversal Talent Lab. JUMP equips new leaders with tools and resources needed to be come and influential and effective people leader.
- **Legal News Training – October 11, 2016.** Presenters: Lynn Carrillo, VP of Media Law and Ozzie Martinez, SVP of News, Digital and Standards. The KDEN News Team gathered to learn about policies, procedures and ethics in the newsroom.
- **CPR, First Aid and AED Training – October 18, 2016.** Employees from the Sales, News, Marketing, Engineering and Administrative departments participated in the training to learn first aid and CPR procedures.

NBCUniversal's diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, APA@NBCUniversal, BPA@NBCUniversal, Out@NBCUniversal, The NBCUniversal PWD (People with Disabilities), Unidos@NBCUniversal, Veterans Network, The Women's Network @ NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

In addition, online courses on a variety of topics are available to all employees. The courses offered include training in areas of Effective Coaching Skills, Providing Performance Feedback, Behavioral Styles at Work, Presentation Skills, Influencing Skills, Storytelling, Business Writing, Effective Meetings, Hiring the Right People, Project Management, Time Management, Microsoft Office training (Excel: Fundamentals, Intermediate, Excel & Power Point, Charting & Drawing, Functions Only, Advanced. PowerPoint: Fundamentals and Advanced).

EEO/Human Resources Training Program

KDEN regularly offers training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. During the reporting period, these programs have included Annual Integrity Training and Comcast Corporation Code of Conduct, a course encompassing issues related to integrity, Solutions Program Training, Compliance Standards and Environmental Health and Safety training.

Internship Program

N/A for 2016

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Finance Manager

Date Job Filled: December 1, 2015

Recruitment Source
That Referred
Ultimate Hire: NBCUNICAREERS.com

Total # of interviewees: 14

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Internal Hire	www.nbcunicareers.com	James Arroyave	954-622-6839 James.Arroyave@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Weather Anchor

Date Job Filled: December 7, 2015

Recruitment Source
That Referred
Ultimate Hire: NBCUNICAREERS.com

Total # of interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Internal Hire	www.nbcunicareers.com	James Arroyave	954-622-6839 James.Arroyave@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Technical Director/Producer

Date Job Filled: January 4th, 2016

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

Total # of interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Employee Referral	4100 E. Dry Creek Rd., Centennial, CO 80122	Jose Guzman	720-897-9009 Jose.Guzman@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Multimedia Journalist

Date Job Filled: January 14, 2016

Recruitment Source
That Referred
Ultimate Hire: NBCUNICAREERS.com

Total # of interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Internal Hire	www.nbcunicareers.com	James Arroyave	954-622-6839 James.Arroyave@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Assignment Editor

Date Job Filled: March 21st, 2016

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

Total # of interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Employee Referral	4100 E. Dry Creek Rd., Centennial, CO 80122	Victor Rodriguez Tafoya	720-897-9008 Victor.Rodrigueztafoya@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Manager of Technology

Date Job Filled: April 25, 2016

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

Total # of interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Employee Referral	4100 E. Dry Creek Rd., Centennial, CO 80122	Juan Carlos Cordero	720-897-9053 Juank.Cordero@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV
 Job Title: Anchor Reporter
 Date Job Filled: May 9th, 2016
 Recruitment Source
 That Referred
 Ultimate Hire: Internal Hire
 Total # of interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Internal Hire	www.nbcunicareers.com	James Arroyave	954-622-6839 James.Arroyave@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Photographer

Date Job Filled: May 12, 2016

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

Total # of interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Employee Referral	4100 E. Dry Creek Rd., Centennial, CO 80122	Jose Guzman	720-897-9009 Jose.Guzman@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Producer

Date Job Filled: June 6, 2016

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

Total # of interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Employee Referral	4100 E. Dry Creek Rd., Centennial, CO 80122	Victor Rodriguez Tafoya	720-897-9008 Victor.Rodrigueztafoya@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV
 Job Title: Multimedia Journalist
 Date Job Filled: June 20, 2016
 Recruitment Source
 That Referred
 Ultimate Hire: NBCUNICAREERS.com
 Total # of interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Internal Hire	www.nbcunicareers.com	James Arroyave	954-622-6839 James.Arroyave@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV
 Job Title: Sports Anchor
 Date Job Filled: July 5, 2016
 Recruitment Source
 That Referred
 Ultimate Hire: Employee Referral
 Total # of interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Employee Referral	4100 E. Dry Creek Rd., Centennial, CO 80122	Pedro Calderon	720-897-9003 Pedro.Calderon@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Multimedia Journalist

Date Job Filled: August 1st, 2016

Recruitment Source
That Referred
Ultimate Hire: NBCUNICAREERS.com

Total # of interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Internal Hire	www.nbcunicareers.com	James Arroyave	954-622-6839 James.Arroyave@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Assignment Desk/Editor/Writer

Date Job Filled: August 8, 2016

Recruitment Source
That Referred
Ultimate Hire: NBCUNICAREERS.com

Total # of interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Internal Hire	www.nbcunicareers.com	James Arroyave	954-622-6839 James.Arroyave@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Producer

Date Job Filled: August 22, 2016

Recruitment Source
That Referred
Ultimate Hire: NBCUNICAREERS.com

Total # of interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Internal Hire	www.nbcunicareers.com	James Arroyave	954-622-6839 James.Arroyave@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Multimedia Journalist

Date Job Filled: August 22, 2016

Recruitment Source
That Referred
Ultimate Hire: NBCUNICAREERS.com

Total # of interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Internal Hire	www.nbcunicareers.com	James Arroyave	954-622-6839 James.Arroyave@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Web Editor

Date Job Filled: August 22, 2016

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

Total # of interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Employee Referral	4100 E. Dry Creek Rd., Centennial, CO 80122	Pedro Calderon	720-897-9003 Pedro.Calderon@nbcuni.com	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Technical Director/Editor

Date Job Filled: September 5th, 2016

Recruitment Source
That Referred
Ultimate Hire: Internal Hire

Total # of interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
Internal Hire	www.nbcunicareers.com	James Arroyave	954-622-6839 James.Arroyave@nbcuni.com	No